



Gender Analysis

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Gender Analysis

Design for Equity and Impact:
Understanding Power, Roles, and
Relationships for Effective Programming

What is Gender Analysis?

A systematic process to examine the roles, responsibilities, constraints, opportunities, and needs of women, men, girls, and boys in a specific context.

Goes Beyond Counting: It is not just about counting how many women or men are involved; it's about understanding *why* their participation differs and the underlying power structures.

Identifies Inequalities: Reveals disparities in access to resources, control over assets, decision-making, and benefits.

Foundation for Strategy: Provides the evidence base required to design interventions that are relevant, equitable, and effective (gender-responsive or gender-transformative).



Defining Key Concepts

Concept	Definition	Focus
Sex	Biological characteristics (Male/Female).	Universal, fixed (at birth).
Gender	Socially constructed roles, behaviors, expressions, and identities.	Learned, varies across cultures and time, fluid.
Gender Roles	Tasks/responsibilities assigned to individuals based on their gender.	Division of Labor (productive vs. reproductive).
Gender Norms	Societal rules about what is appropriate for women and men.	Acceptable behavior, attitude towards risk, mobility.
Intersectionality	The interconnected nature of social categories (race, class, age, disability) creating overlapping systems of discrimination.	How factors like poverty compound gender inequality.

Why is Gender Analysis Essential?



Achieving Equity (The Right Thing):

Addresses underlying structural inequalities and discrimination that violate human rights principles.



Improving Efficiency (The Smart Thing):

By understanding barriers and opportunities, projects can better target resources, maximize participation, and avoid unintended negative impacts.



Ensuring Sustainability: When interventions address the root causes of inequality and empower all groups, outcomes are more likely to be long-lasting.



Risk Mitigation: Prevents projects from being derailed by lack of uptake, social conflict, or backlash resulting from ignoring local gender dynamics.

The Four Steps of Gender Analysis (Strategy)

- 1. Step 1: Contextual Data Collection:** Gather sex-disaggregated data and qualitative information on roles, access, and decision-making. (Who does what? Where?)
- 2. Step 2: Identify Disparities:** Compare the status of women, men, girls, and boys across key areas (e.g., control over land, access to education, income). (Who has less?)
- 3. Step 3: Analyze Causes & Dynamics:** Investigate the *reasons* for the disparities, focusing on gender norms, power dynamics, and institutional barriers. (Why is it unequal?)
- 4. Step 4: Formulate Gender-Responsive Actions:** Develop clear, evidence-based recommendations to close the identified gaps and mitigate risks. (What specific intervention is needed?)

Key Areas of Inquiry

Who has **control** over the benefits or assets (e.g., income, land titles)?

What to Look For: Critical Questions

Focus Area 1: Access and Control

- Who has **access** to resources (e.g., training, credit, inputs)?

Focus Area 2: Roles and Responsibilities

- What is the **Division of labor** (Productive/Reproductive/Community)?
- How does the project increase or decrease the **workload** of women versus men?

Focus Area 3: Decision-Making and Power

- Who makes decisions at the household, community, and institutional levels?
- Are there barriers (norms, time constraints) that prevent women from participating in leadership structures?



Exercise: The Activity Profile

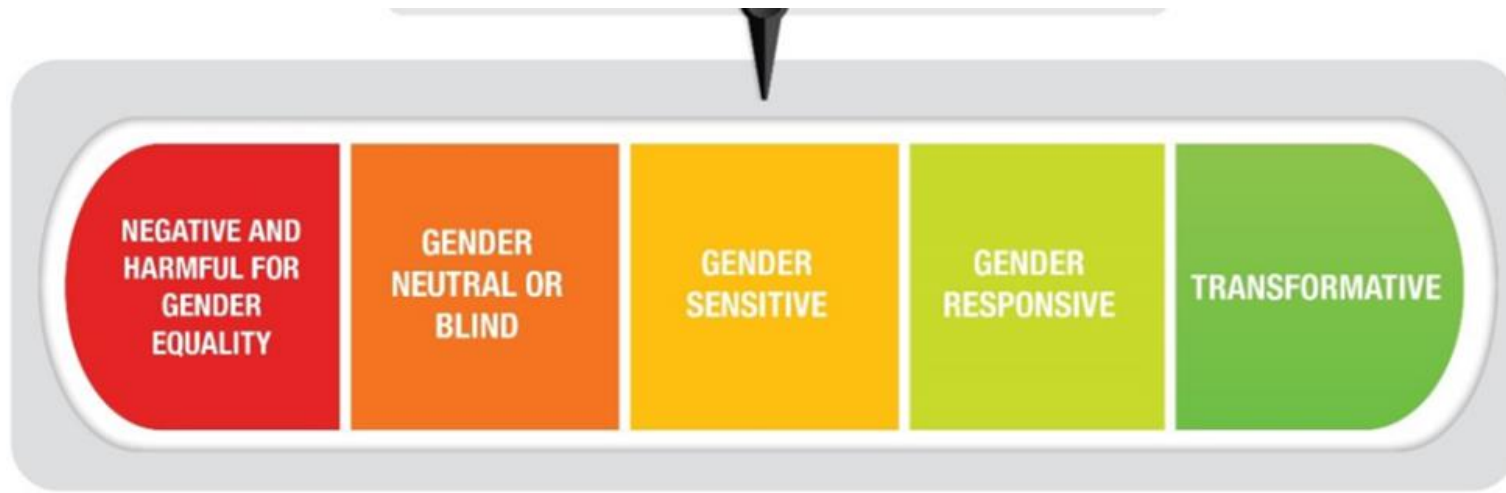
The Gender Activity Profile: A simple matrix used to map the daily, seasonal, and lifetime activities of women and men.

- **Activity:** (e.g., fetching water, market sale, attending local council meeting)
- **Female Role:** (Y/N, Hours/Day)
- **Male Role:** (Y/N, Hours/Day)

Focus: (Where does it happen? Home/Public): This tool helps identify time poverty and reveal hidden labor (such as reproductive or care work), ensuring project interventions do not overburden participants.

Integrating Analysis into the Project Cycle

- 1. Design & Planning: (MANDATORY)** Use the Gender Analysis to define project objectives, select target beneficiaries, and design activities. *Output: Gender Strategy/Action Plan.*
- 2. Implementation:** Ensure resources, training, and participation targets are met for all gender groups. Adjust delivery methods based on gender constraints (e.g., location, timing of meetings).
- 3. Monitoring & Evaluation (M&E):** Collect **Gender-Disaggregated Indicators (GDI)** to track if women, men, girls, and boys are accessing and benefiting equally. *Output: Gender Audit/Impact Report.*



Moving Beyond 'Do No Harm'



The goal is to move beyond neutrality to actively promoting equality.

- **Gender-Blind:** Ignores gender (Risks perpetuating inequality).
- **Gender-Sensitive/Responsive:** Identifies differences and takes actions to ensure women and men benefit equally from the project (E.g., providing childcare so women can attend training).
- **Gender-Transformative:** Actively challenges and changes harmful gender norms and power dynamics that are root causes of inequality (E.g., training men in shared childcare; advocating for policy changes).

Conclusion

Summary Bullets:

- Gender is a **social construct**, not a biological given; it is variable and addressable.
- Gender Analysis is an **evidence-based investment** that drives both equity and project success.
- Always ask the "**Why**": Why are women less represented? Why do girls drop out? The answers inform the solution.



Thank you
